

NASA Leadership Development Program (LDP)

- The LDP is a new leadership development program not an expansion of the existing PDP. It was formerly known as the Executive Potential Program (EPP).
- While the new LDP incorporates certain elements of the previous PDP, the target audience is different and the role of the Center Management Team in identifying the right people and having a re-entry strategy to leverage the investment of participants is more critical.

LDP Provisions

- Full-time civil servants at grade 13, 14, or 15.
- Person who is expected to take on increased responsibility in 12-18 months.
- Three-year continuation in service agreement required
- One year program including
 - One 4 to 9 month developmental assignment outside the Center
 - One 3 to 6 month collateral assignment
 - Bimonthly meetings in Washington working with cohort group – Agencywide project required as part of program
 - Classroom training (may require travel)
 - Coaching and feedback for the participant. Feedback to the Center on progress
- Clear re-entry strategy required as part of application process
- Final selection by Enterprise panels
- Prior completion of MIP/MEP or equivalent.
 - MAST is not required for 2003 Langley nominees, but will be required in future years.
- The LDP is a feeder for the SESCDP, but is not a pre-requisite for the SESCDP.

Center Management Team Roles:

- Identify critical positions needed to run the Center and look at succession planning issues (retirement eligibility, mobility of current employees, etc.).
- Ensure appropriate representation across Center organizations to satisfy succession planning needs.
- Identify candidates who meet program criteria and discuss inclusion in the program with them.

Features

- Greater use of developmental assignments in the local area. LDP assignments may include work with other Federal agencies in the area or may include work with a private sector organization (within any procurement/ethics restrictions).
- Track participants' application of learning and how it benefits the Center and the Agency upon return.

Criteria for Selection

The LDP has been designed as a succession-planning tool to support NASA and the Centers in developing future Agency executives. The following criteria should be used in choosing the best candidates to support the achievement of Center and NASA missions and goals.

Timing

Candidates selected for the LDP should be individuals who the Center expects to take on greater responsibility within the next 12 to 18 months. Greater responsibility may mean a job with expanded scope, a different assignment in a program or project, or may reflect a realignment of responsibilities within an organization. No promise of another job or promotion is implied with selection for this program.

Characteristics and Abilities

Individuals must demonstrate the ability or have shown high potential to:

Produce Tangible Mission Results: Assures that team/organizational goals and objectives are achieved in a timely and effective manner. Has a reputation for stepping up to new challenges and initiatives.

Be Open to Feedback and New Ideas: Manages self in a manner that fosters learning and high performance. Is willing to be coached and has the ability to be self-critical. Thinks "out-of-the box."

Take Appropriate Risks: Demonstrates sound judgment in decision-making regarding technical, interpersonal and organizational issues. Articulates well

thought out proposals and suggestions. Understands need for risk and inclusion of appropriate steps to ameliorate unfavorable results.

Understand Center, NASA and National Goals: Has a broad understanding of the Center's role in meeting NASA goals. Works to increase collaboration and cooperation within the Center and across NASA. Has a strong commitment to enhancing NASA's impact on National goals and improving the quality of life on Earth.

Lead Teams or Projects: Actively leads and manages teams and integrates program goals and values with organizational, stakeholder and customer needs.

Work Well With Others: Works to build and maintain trust and supportive relationships in the immediate organization, with other units at the Center, and/or with other NASA organizations and outside entities. Understands and knows how to leverage the impact of the informal organization to accomplish goals.

Have Unquestioned Credibility: Has the respect of supervisors, peers and subordinates.

Possess Respected Technical Competence: Maintain a high level of competence in his/her discipline.

Nomination/Selection Process and 2004 Deadlines

May 27, 2003 – Call Letter sent out

July 9, 2003 – Due date for applications to be forwarded to EODB

July 9-16, 2003 – Associate Directors review and screen applications

August 1, 2003 – Executive Resources Panel reviews applications and makes recommendations to Center Director

August 11-20, 2003 – Applications finalized for Center Director signature

September 1, 2003 – Applications due in HQ